



*2011*

*State Government Workforce*

*Statistics*

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[www.workforcereport.state.pa.us](http://www.workforcereport.state.pa.us)

**STATE GOVERNMENT WORKFORCE STATISTICS**  
**July 2010**

*Executive Summary*

**General Pennsylvania Statistics**

Pennsylvania Population	12,910,409 (1)
Population	Rank 6th (1)
Average Salary of State Workers	Rank 21st (2)
State Employees Per Population	Rank 47th (3)
Pennsylvania Labor Force (unadjusted)	6,510,000 (4)

**Commonwealth Positions as of June 30, 2010**

Number of Full-Time and Part-Time Filled Salaried Positions	76,110
Number of Full-Time and Part-Time Filled Wage Positions	7,580
Salaried Payroll	\$3.80 Billion
Wage Payroll	\$186 Million

**Profile of Full-Time Salaried Employees as of June 30, 2010**

Number of Full-Time Salaried Employees	75,878
Average Age	46
Average Length of Service in Years	12
Average Annual Salary	\$47,082
Average Annual Benefits	\$24,912
Average Annual Sick Leave Days	9.4
Percent Civil Service	70.0%
Percent Represented by Unions	82.1%
Percent Minorities	13.1%
Annual Separation Rate	7.0%

Notes

- (1) July 2009 United States Population Estimates Program (estimates based on the 2000 Census and 2009 American Community Survey) from U.S. Department of Commerce, Census Bureau.
- (2) March 2009 State Government Employment and Payroll Data from U.S. Department of Commerce, Census Bureau.
- (3) State Government Employment in March 2009 and State Resident Population as of April 2009, U.S. Department of Commerce, Census Bureau.
- (4) July 2009 from PA Department of Labor and Industry, Center for Work Force Information and Analysis.
- (5) Under the Governor's jurisdiction only. All fiscal year end data as of close of business June 30, 2010.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Overall Complement**  
**Total Employment**  
**July of Each Year**

*Over Seventy Years of Change - Filled Salaried and Wage Positions*  
*(GAWFR Table 1)*

Frz Fiscal Yr	Salaried	Wage
1930	9,500	
1935	19,500	
1940	33,500	16,500
1945	31,000	10,000
1950	38,000	20,000
1955	50,000	16,000
1960	57,000	15,500
1965	69,000	17,000
1970 *	101,000	13,000
1975	110,000	8,000
1980	100,000	7,600
1985 **	81,000	8,000
1990	79,600	5,400
1995	81,200	5,800
2000	79,600	5,400
2005	77,041	6,997
2009	77,248	7,527
2010	76,110	7,580

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time and part-time filled salaried and wage positions. Data as of January of each year prior to 1970 because of data availability for earlier years. \*In 1968, 10,812 highway maintenance wage positions in the Department of Transportation were transferred to salaried positions. \*\*On July 1, 1983, 8,553 salaried and 90 wage positions were transferred from the Governor's jurisdiction to the State System of Higher Education.

COMMENTS: Except for the World War II era, there was a steady growth pattern in the number of filled state jobs from 1930 to 1975. The period since 1975 has shown a reversal of that general pattern. The July 2010 data shows a decrease of 1,138 filled salaried positions and an increase of 53 wage positions from the previous year.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Overall Complement**  
**Union/Management Status**  
**July 2010**

*Commonwealth Employment by Union*  
*(GAWFR Table 22)*

Union	Abbreviation	Rank-and-File	Supervisory	Total	Percent
American Federation of State, County, and Municipal Employees	AFSCME (Master Agreement/Memorandum)	29,442	3,409	32,851	* 43.3%
- Clerical, Admin., and Fiscal units		8,428	974	9,402	12.4%
- Maintenance and Trades units		6,694	1,195	7,889	10.4%
- Human Services units		5,567	434	6,001	7.9%
- Other AFSCME bargaining and supervisory units		8,753	806	9,559	12.6%
<i>*Total of all employees in the four categories</i>					
Pennsylvania State Corrections Officers Association	PSCOA (corrections officers)	10,392	0	10,392	13.7%
Pennsylvania Social Services Union	PSSU (social workers)	7,789	1,287	9,076	12.0%
Pennsylvania State Troopers Association	PSTA (state police)	4,366	0	4,366	5.8%
United Food and Commercial Workers	UFCW (liquor store clerks)	1,494	0	1,494	2.0%
Service Employees International Union, District 1199P, CTW, CLC	SEIU (nurses, non-supervisory)	1,305	0	1,305	1.7%
Independent State Store Union	ISSU (liquor store managers)	0	706	706	0.9%
Correctional Institution Vocational Education Association	CIVEA (corrections education teachers)	420	0	420	0.6%
Federation of State Cultural and Educational Professionals	FOSCEP (educational and cultural professionals)	300	42	342	0.5%
Office and Professional Employees International Union Healthcare Pennsylvania	OPEIU (nurses, supervisory)	0	257	257	0.3%
Fraternal Order of Police - Conservation Police Officers Lodge 114	FOP (conservation officers)	242	8	250	0.3%
United Government Security Officers of America	UGSOA (security officers)	181	25	206	0.3%
Pennsylvania Doctors Alliance	PDA (physicians)	160	19	179	0.2%
Pennsylvania Liquor Enforcement Association, Liquor Law Enforcement Unit	PLEA (liquor enforcement officers)	101	0	101	0.1%
Fraternal Order of Police - Capitol Police Lodge 85	FOP (Capitol Police)	108	0	108	0.1%
Pennsylvania State Rangers Association	PSRA (DCNR rangers)	76	0	76	0.1%
Pennsylvania Social Services Union, Hearing Officers	PSSU (unemployment compensation referees)	0	67	67	0.1%
Pennsylvania State Education Association, Non-Tenured Teachers	PSEA (non-tenured teachers)	28	0	28	0.0%
Commonwealth Bar Association, Public Utility Commission	CBA (PUC attorneys)	26	0	26	0.0%
Alliance of Liquor Enforcement Supervisors	ALES (liquor law enforcement supervisors 3)	0	21	21	0.0%
<b>Total</b>		<b>56,430</b>	<b>5,841</b>	<b>62,271</b>	<b>82.1%</b>
Non-Union Employees				668	0.9%
Management Employees				12,939	17.1%
<b>COMMONWEALTH TOTAL</b>				<b>75,878</b>	<b>100.0%</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time, permanent salaried employees. The primary occupations represented by the union are shown in parentheses. Fiscal year data as of close of business June 30, 2010. Game Conservation Officers' representation changed to Fraternal Order of Police, Conservation Police Officers, effective 4/16/07. Fish and Boat Waterways Conservation Officers and Assistant Regional Supervisors' representation also changed to FOP (7/12/07 and 8/8/07 respectively) and are thus now reported in FOP, Conservation Officers' totals.

COMMENTS: 82.1 percent of state employees are represented by a union, with AFSCME representing the largest percentage.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Overall Complement**  
**Employment by Job Category**  
**July 2010**

*Distribution of State Government Employees by Occupational Group*  
*(GAWFR Table 20)*

<b>Job Category</b>	<b>Employees</b>	<b>Percentage</b>
Officials/Administrators	11,238	14.81%
Professionals	18,650	24.58%
Technicians	2,431	3.20%
Protective Service Workers	13,822	18.22%
Paraprofessionals	1,950	2.57%
Office and Clerical	12,404	16.35%
Skilled Craft Workers	4,585	6.04%
Service/Maintenance	10,798	14.23%
<b>Totals:</b>	<b>75878</b>	<b>100%</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Percentages are based on the total number of full-time salaried employees under the Governor's jurisdiction as of June 30, 2010. Percents shown may not equal zero due to rounding.

COMMENTS: State employees categorized as professionals comprise the largest percentage (24.58%) of the eight occupational groupings. Paraprofessionals comprise the smallest percentage (2.57%). While the percentages have changed slightly, the ranking of these two groups has remained consistent over the previous six reporting years.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Overall Complement**  
**Top 25 Employee Classifications**  
**July 2010**

*Most Populous Class Titles - Top 25*  
*(GAWFR Table 36)*

<b>Class Title</b>	<b>Number</b>
Corrections Officer 1.....	6,804
Income Maintenance Caseworker.....	4,299
State Police Trooper.....	3,146
Clerk Typist 2.....	2,944
Transportation Equipment Operator B.....	2,493
Residential Services Aide Manager.....	1,592
Clerk Typist 3.....	1,418
Transportation Equipment Operator A.....	1,415
Corrections Officer 2.....	1,159
Liquor Store Clerk 1.....	994
Registered Nurse.....	993
Clerk Typist 2.....	923
State Police Corporal.....	824
Licensed Practical Nurse.....	782
Psychiatric Aide.....	691
Income Maintenance Casework Supervisor.....	679
Maintenance Repairman 2.....	652
Clerk 3.....	613
Administrative Assistant 1.....	559
Parole Agent 2.....	557
Nurse Aide.....	555
Highway Forman 2.....	534
Custodial Worker 1.....	532
Corrections Food Service Instructor.....	527
Corrections Officer 3.....	504

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

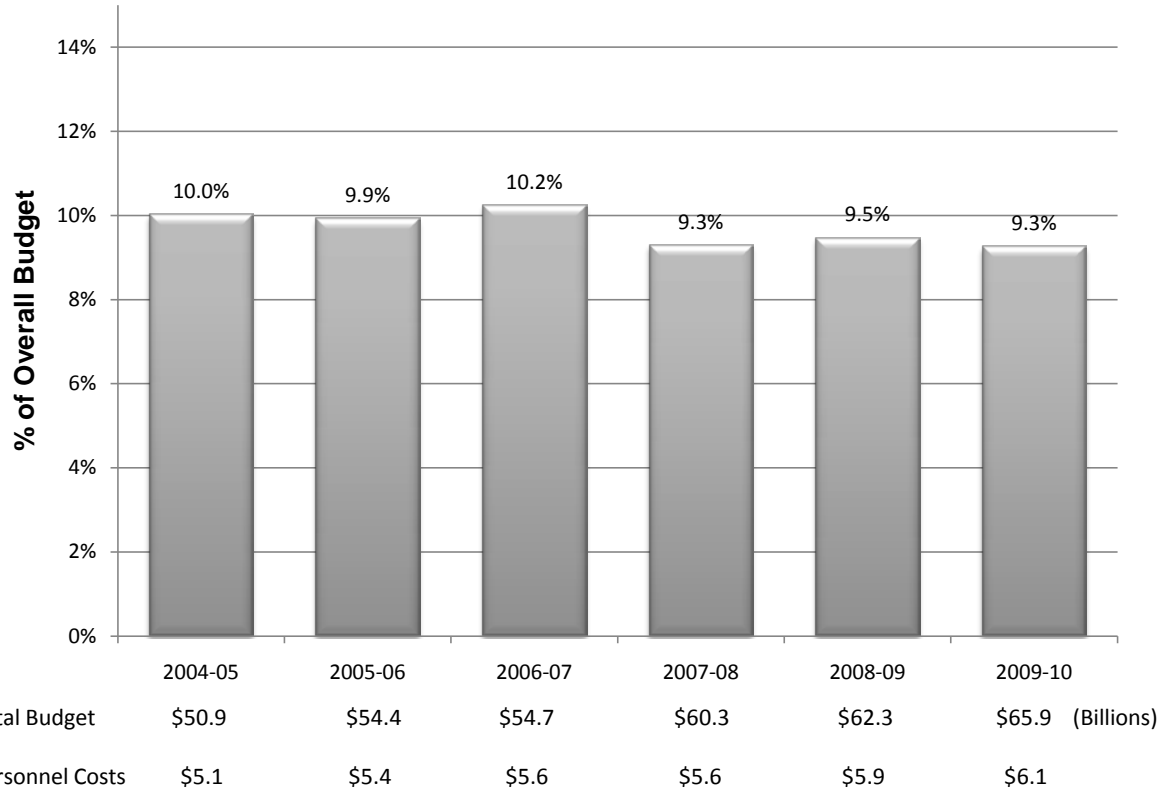
NOTE: Includes full-time permanent salaried employees.

COMMENTS: Out of 2,625 different active class titles, 47 percent of the salaried work force (36,021 employees) serve in the 25 most populous class titles. All of the above listed class titles were also listed as most populous class titles in the previous year. The number of classes ranking consistently with the previous year was 10 of 25.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial**  
**Personnel Costs (% of Budget)**  
**Fiscal Years 2004-2005 to 2009-2010**

*Personnel Costs as a Percentage of Budget  
(GAWFR Table 7)*

**Personnel Costs (% of Budget)**



SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: The proposed budget consists of planned expenditures as documented on page B7 of the Governor's Executive Budget. Personnel costs are calculated using payroll and derived benefits costs for full-time permanent salaried employees. The wage payroll and overtime costs for salaried and wage employees are also included as personnel costs.

COMMENTS: Despite the increase in personnel costs for the current fiscal year, there was a greater increase in the state budget causing the percentage of personnel costs to state budget to drop.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial  
Personnel and Benefit Costs  
Since Fiscal Year 1995-96**

*Historical Average Per Employee State Paid Benefit Costs  
(GAWFR Table 40)*

<b>Fiscal Year</b>	<b>Payroll Average Total Salary</b>	<b>Benefits Total Average Benefits Costs</b>	<b>Benefits as a Percent of Average Total Salary</b>
1995-96	\$33,643	\$13,973	41.5%
1996-97	\$34,752	\$11,422	32.9%
1997-98	\$36,110	\$13,140	36.4%
1998-99	\$37,406	\$13,544	36.2%
1999-00	\$38,745	\$13,614	35.1%
2000-01	\$40,082	\$12,732	31.8%
2001-02	\$41,405	\$13,111	31.7%
2002-03	\$43,112	\$13,328	30.9%
2003-04	\$42,749	\$16,307	38.1%
2004-05	\$42,504	\$17,739	41.70%
2005-06	\$43,553	\$19,353	44.5%
2006-07	\$45,286	\$20,927	46.2%
2007-08	\$46,113	\$21,677	47.0%
2008-09	\$47,821	\$22,657	47.4%
<b>2009-10</b>	<b>\$49,082</b>	<b>\$24,912</b>	<b>50.8%</b>

SOURCE: Group Insurance Division, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). Salaries do not include overtime. Salaries are calendar year-end figures. State Employee Health Program and Retired Employees Health Program costs are based on agency contributions to the programs.

COMMENTS: Total benefit costs rose from an average of \$13,973 per employee in 1995-1996 to \$24,912 per employee in 2009-2010. Benefits as a percent of salary increased from 41.5 percent in 1995-1996 to 50.8 percent in 2009-2010.



**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial**  
**Benefit Costs per Employee**  
**Fiscal Years 1995-1996 to 2009-2010**

*Historical Average Per Employee State Paid Benefit Costs  
(GAWFR Table 40)*

**Percentages**

Fiscal Year	State Employee Health Program	Retired Employees Health Program	Group Life Insurance	Retirement	Social Security and Medicare	Leave Payout	Workers' Comp	Unemp Comp	Total Average Benefits Costs	Average Total Salary	Benefits as a Percent of Average Total Salary
1995-96	35.46%	13.44%	0.75%	24.73%	18.42%	0.00%	6.00%	1.20%	\$13,973	\$33,643	41.5%
1996-97	28.28%	15.82%	0.65%	23.39%	23.28%	0.00%	7.06%	1.52%	\$11,422	\$34,752	32.9%
1997-98	35.17%	16.09%	0.84%	20.01%	21.03%	0.00%	5.49%	1.38%	\$13,140	\$36,110	36.4%
1998-99	35.79%	16.58%	1.09%	18.50%	21.13%	0.00%	5.52%	1.38%	\$13,544	\$37,406	36.2%
1999-00	36.22%	19.17%	0.93%	14.23%	21.77%	0.00%	6.26%	1.43%	\$13,614	\$38,745	35.1%
2000-01	38.73%	23.77%	0.86%	4.37%	24.08%	0.00%	6.61%	1.57%	\$12,732	\$40,082	31.8%
2001-02	37.60%	26.86%	0.84%	1.71%	24.16%	0.00%	7.26%	1.58%	\$13,111	\$41,405	31.7%
2002-03	37.05%	26.87%	0.44%	3.46%	24.74%	0.00%	5.82%	1.62%	\$13,328	\$43,112	30.9%
2003-04	43.87%	25.59%	0.74%	2.80%	20.05%	0.00%	5.64%	1.31%	\$16,307	\$42,749	38.1%
2004-05	39.70%	30.08%	0.68%	4.86%	18.33%	0.00%	5.15%	1.20%	\$17,739	\$42,504	41.70%
2005-06	37.06%	32.34%	0.62%	6.79%	17.22%	0.00%	4.84%	1.13%	\$19,353	\$43,553	44.5%
2006-07	38.63%	29.91%	0.57%	8.70%	16.56%	0.00%	4.54%	1.08%	\$20,927	\$45,286	46.2%
2007-08	39.70%	28.87%	0.57%	8.51%	16.28%	0.00%	5.00%	1.07%	\$21,677	\$46,113	47.0%
2008-09	42.01%	27.63%	0.49%	8.44%	16.15%	0.00%	4.64%	0.63%	\$22,657	\$47,821	47.4%
<b>2009-10</b>	<b>41.88%</b>	<b>25.12%</b>	<b>0.45%</b>	<b>7.88%</b>	<b>15.07%</b>	<b>3.75%</b>	<b>4.63%</b>	<b>1.22%</b>	<b>\$24,912</b>	<b>\$49,082</b>	<b>50.8%</b>

**Dollars**

Fiscal Year	State Employee Health Program	Retired Employees Health Program	Group Life Insurance	Retirement	Social Security and Medicare	Leave Payout	Workers' Comp	Unemp Comp	Total Average Benefits Costs	Average Total Salary	Benefits as a Percent of Average Total Salary
1995-96	\$4,955	\$1,878	\$105	\$3,455	\$2,574	\$0	\$838	\$168	\$13,973	\$33,643	41.5%
1996-97	\$3,230	\$1,807	\$74	\$2,672	\$2,659	\$0	\$806	\$174	\$11,422	\$34,752	32.9%
1997-98	\$4,621	\$2,114	\$110	\$2,629	\$2,763	\$0	\$722	\$181	\$13,140	\$36,110	36.4%
1998-99	\$4,847	\$2,246	\$148	\$2,506	\$2,862	\$0	\$748	\$187	\$13,544	\$37,406	36.2%
1999-00	\$4,931	\$2,610	\$126	\$1,937	\$2,964	\$0	\$852	\$194	\$13,614	\$38,745	35.1%
2000-01	\$4,931	\$3,026	\$110	\$557	\$3,066	\$0	\$842	\$200	\$12,732	\$40,082	31.8%
2001-02	\$4,930	\$3,521	\$110	\$224	\$3,167	\$0	\$952	\$207	\$13,111	\$41,405	31.7%
2002-03	\$4,938	\$3,581	\$58	\$461	\$3,298	\$0	\$776	\$216	\$13,328	\$43,112	30.9%
2003-04	\$7,154	\$4,173	\$120	\$457	\$3,270	\$0	\$919	\$214	\$16,307	\$42,749	38.1%
2004-05	\$7,042	\$5,336	\$120	\$863	\$3,251	\$0	\$914	\$213	\$17,739	\$42,504	41.7%
2005-06	\$7,172	\$6,259	\$120	\$1,315	\$3,332	\$0	\$937	\$218	\$19,353	\$43,553	44.5%
2006-07	\$8,085	\$6,259	\$120	\$1,820	\$3,465	\$0	\$951	\$226	\$20,927	\$45,286	46.2%
2007-08	\$8,606	\$6,259	\$124	\$1,845	\$3,528	\$0	\$1,084	\$231	\$21,677	\$46,113	47.0%
2008-09	\$9,519	\$6,259	\$112	\$1,913	\$3,658	\$0	\$1,052	\$143	\$22,657	\$47,821	47.4%
<b>2009-10</b>	<b>\$10,432</b>	<b>\$6,259</b>	<b>\$112</b>	<b>\$1,963</b>	<b>\$3,755</b>	<b>\$933</b>	<b>\$1,153</b>	<b>\$304</b>	<b>\$24,912</b>	<b>\$49,082</b>	<b>50.8%</b>

SOURCE: Group Insurance Division, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). State Employee Health Program and Retired Employees Health Program costs are based on agency contributions to the programs.

COMMENTS: Leave Payouts are now included in the chart, whereas in previous years they were not. Leave payout costs account for 3.75% of benefits costs per employee.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial**  
**Average Salary by Agency**  
**July 2010**

*Agency Comparison of Average Salary*  
*(GAWFR Table 39)*

Agency	Average Salary
Aging . . . . .	\$60,577
Agriculture . . . . .	\$49,559
Banking . . . . .	\$56,438
Civil Service Commission . . . . .	\$51,857
Community and Economic Development . . . . .	\$61,080
Conservation and Natural Resources . . . . .	\$48,153
Corrections. . . . .	\$49,946
Education . . . . .	\$58,602
Emergency Management Agency. . . . .	\$51,600
Environmental Protection . . . . .	\$56,574
Executive Offices. . . . .	\$50,215
Fish and Boat Commission . . . . .	\$46,097
Game Commission. . . . .	\$47,560
General Services . . . . .	\$45,313
Health. . . . .	\$55,536
Historical and Museum Commission . . . . .	\$52,853
Insurance . . . . .	\$59,670
Labor and Industry . . . . .	\$48,312
Liquor Control Board . . . . .	\$40,091
Military and Veterans Affairs . . . . .	\$39,987
Milk Marketing Board . . . . .	\$50,676
Municipal Retirement System . . . . .	\$49,203
Probation and Parole Board . . . . .	\$53,234
Public School Employees Retirement System . . . . .	\$59,588
Public Utility Commission . . . . .	\$61,666
Public Welfare . . . . .	\$45,256
Revenue . . . . .	\$49,246
Securities Commission . . . . .	\$62,320
State . . . . .	\$50,149
State Employees Retirement System . . . . .	\$59,910
State Police . . . . .	\$67,456
State Tax Equalization Board . . . . .	\$37,210
Transportation . . . . .	\$42,380
<b>COMMONWEALTH AVERAGE . . . . .</b>	<b>\$49,082</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: As of July 2010, the highest average salary was in the Pennsylvania State Police and the lowest was in the State Tax Equalization Board.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial**  
**Average Compensation by Union**  
**July 2010**

*Comparison of Average Annual Compensation by Union*  
*Fiscal Year 2009-2010*  
*(GAWFR Table 23)*

Union	Average Annual Salary	Average Annual Benefit Costs	Average Total Annual Compensation	Average Annual Overtime Costs
AFSCME (Master Agreement/Memorandum)	\$39,464	\$22,986	\$62,450	\$2,042
-Clerical, Administrative, and Fiscal units	\$34,580	\$22,207	\$56,787	\$553
-Maintenance and Trades units	\$36,637	\$22,535	\$59,172	\$4,369
-Human Services units	\$35,010	\$22,276	\$57,286	\$2,628
-Other AFSCME units	\$49,398	\$24,544	\$73,942	\$1,265
<i>* Average for all employees in the four categories</i>				
PSCOA (corrections officers)	\$47,509	\$24,752	\$72,261	\$4,799
PSSU (social workers)	\$47,754	\$24,287	\$72,041	\$520
PSTA (state police)	\$75,476	\$45,752	\$121,228	\$6,071
SEIU (non-supervisory nurses)	\$64,249	\$27,418	\$91,667	\$3,755
UFCW (liquor store clerks)	\$31,022	\$22,226	\$53,248	\$2,461
ISSU (liquor store managers)	\$46,441	\$24,081	\$70,522	\$3,335
CIVEA (corrections education teachers)	\$60,154	\$26,230	\$86,384	\$131
FOSCEP (educational and cultural)	\$60,166	\$26,232	\$86,398	\$129
OPEIU (nurse supervisors)	\$78,237	\$29,728	\$107,965	\$5,098
UGSOA (security officers)	\$33,894	\$22,098	\$55,992	\$3,033
PDA (physicians)	\$114,735	\$34,291	\$149,026	\$21,389
FOP (conservation officers)	\$49,216	\$24,516	\$73,732	\$3,713
FOP (capitol police)	\$51,022	\$25,712	\$76,734	\$5,398
PSEA (non-tenured teachers)	\$67,787	\$27,426	\$95,213	\$0
PLEA (liquor enforcement officers)	\$46,974	\$24,662	\$71,636	\$1,271
PSRA (state park rangers)	\$48,039	\$25,191	\$73,230	\$863
PSSU (unemployment compensation referees)	\$70,890	\$27,912	\$98,802	\$1,110
CBA (PUC attorneys)	\$81,594	\$29,589	\$111,183	\$0
ALES (liquor enforcement officers 3)	\$62,124	\$27,197	\$89,321	\$2,070
Non-Union Employees	\$60,948	\$26,354	\$87,302	\$1,619
Management Employees	\$64,768	\$26,953	\$91,721	\$481
<b>COMMONWEALTH AVERAGE</b>	<b>\$49,082</b>	<b>\$24,912</b>	<b>\$73,994</b>	<b>\$2,288</b>

SOURCE: Group Insurance Division, Office of Administration.

NOTE: Includes full-time, permanent salaried employees. Average total annual compensation includes salary and benefits; excludes overtime pay.

COMMENTS: The highest paid group of employees are those represented by the PDA physicians, earning an average of \$149,026 annually in pay and benefits. Union-represented employee groups are earning no less than an average of \$53,248 in total annual compensation. Because some benefits are calculated as a percentage of salary, benefit costs tend to be higher among higher-paid employees. Benefits costs range from \$22,098 for UGSOA security officers to \$45,752 for PSTA.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial**  
**Overtime Costs**  
**Fiscal Year 2009 - 2010**

*Overtime Costs by Agency*  
*Fiscal Year 2005-06 to 2009-10*  
*(GAWFR Table 42b)*

<b>Total Overtime Expenditure Per Agency</b>					
<b>AGENCY</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>
Corrections	\$49,215,044	\$37,668,904	\$55,001,450	\$50,108,322	\$50,914,458
Transportation	\$33,522,712	\$41,875,482	\$42,237,191	\$39,619,359	\$43,356,293
State Police	\$23,685,661	\$26,281,546	\$26,212,960	\$26,155,917	\$28,239,145
Public Welfare	\$28,718,292	\$30,613,370	\$31,666,175	\$29,269,124	\$27,062,319
Liquor Control Board	\$7,484,083	\$7,065,070	\$6,443,199	\$7,046,200	\$6,986,150
Military/Veterans Affairs	\$3,989,659	\$4,517,822	\$5,386,006	\$5,791,121	\$5,840,073
Labor & Industry	\$5,881,112	\$4,749,130	\$3,661,052	\$5,573,705	\$5,427,274
General Services	\$1,131,322	\$1,526,049	\$1,323,185	\$1,133,519	\$1,195,890
Health	\$655,272	\$593,855	\$678,683	\$287,208	\$1,111,200
Game Commission	\$832,277	\$899,653	\$951,491	\$945,856	\$901,527
Probation & Parole	\$443,679	\$664,406	\$924,235	\$789,861	\$882,399
Conservation & Natural Resources	\$1,580,489	\$1,712,287	\$1,972,264	\$1,703,204	\$739,343
Fish and Boat Commission	\$716,739	\$711,338	\$724,051	\$730,947	\$738,198
Public School Retirement System	\$669,163	\$594,023	\$735,782	\$933,913	\$637,932
Public Utility Commission	\$394,597	\$216,152	\$360,726	\$421,526	\$485,970
Agriculture	\$612,799	\$803,264	\$812,781	\$595,535	\$399,681
Emergency Management Agency	\$386,833	\$824,842	\$367,339	\$334,963	\$349,622
Infrastructure Investment Authority	\$6,760	\$18,813	\$16,913	\$29,555	\$32,611
All Other Agencies	\$2,628,719	\$2,073,241	\$2,274,070	\$1,564,122	\$1,465,132
<b>COMMONWEALTH AVERAGE</b>	<b>\$162,555,212</b>	<b>\$163,409,247</b>	<b>\$181,749,553</b>	<b>\$173,033,957</b>	<b>\$176,765,217</b>

SOURCE: Salary and Time Administration Division, Office of Administration.

NOTE: Includes full-time permanent salaried and wage employees.

COMMENTS: Overtime costs in fiscal year 2009-10 increased by 2.2 % from the previous year.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Agency Complement**  
**Employment by Agency**  
**July 2010**

*Civil Service/Non-Civil Service Filled Salaried Positions by Agency*  
*(GAWFR Table 8)*

Agency	Civil Service		Non-Civil Service		Total
	Number	Percent	Number	Percent	
Aging	71	79.8%	18	20.2%	89
Agriculture	270	47.5%	298	52.5%	568
Banking	159	86.9%	24	13.1%	183
Civil Service Commission	131	94.9%	7	5.1%	138
Community and Economic Development	29	9.3%	283	90.7%	312
Conservation and Natural Resources	1,207	97.0%	37	3.0%	1,244
Corrections	12,539	81.6%	2,820	18.4%	15,359
Education	472	90.8%	48	9.2%	520
Emergency Management Agency	137	89.5%	16	10.5%	153
Environmental Protection	2,419	94.8%	133	5.2%	2,552
Executive Offices	1,176	58.6%	832	41.4%	2,008
Fish and Boat Commission	263	68.5%	121	31.5%	384
Game Commission	333	53.3%	292	46.7%	625
General Services	362	32.7%	744	67.3%	1,106
Health	1,273	95.7%	57	4.3%	1,330
Historical and Museum Commission	77	40.1%	115	59.9%	192
Insurance	260	85.8%	43	14.2%	303
Labor and Industry	4,474	89.6%	517	10.4%	4,991
Liquor Control Board	2,996	98.2%	54	1.8%	3,050
Military and Veterans Affairs	572	26.6%	1,580	73.4%	2,152
Milk Marketing Board	17	60.7%	11	39.3%	28
Municipal Retirement Board	24	92.3%	2	7.7%	26
Probation and Parole Board	1,037	96.4%	39	3.6%	1,076
Public School Employees Retirement System	244	85.6%	41	14.4%	285
Public Utility Commission	386	79.6%	99	20.4%	485
Public Welfare	16,272	95.6%	744	4.4%	17,016
Revenue	510	25.9%	1,459	74.1%	1,969
Securities Commission	51	68.9%	23	31.1%	74
State	274	58.4%	195	41.6%	469
State Employees Retirement System	145	81.0%	34	19.0%	179
State Police	305	5.2%	5,569	94.8%	5,874
State Tax Equalization Board	7	46.7%	8	53.3%	15
Transportation	4,020	35.4%	7,335	64.6%	11,355
<b>COMMONWEALTH TOTAL</b>	<b>52,512</b>	<b>69.0%</b>	<b>23,598</b>	<b>31.0%</b>	<b>76,110</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time and part-time filled salaried positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: The percentage of civil service positions increased by .5% from the previous year and non-civil service positions decreased by .5% from the previous year. The Departments of Public Welfare, Corrections, and Labor and Industry employ nearly two-thirds of all civil service workers. The Departments of Transportation and State Police employ over half of all non-civil service workers.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Agency Complement**  
**Hires and Separations**  
**Fiscal Year 2009 - 2010**

*Hires and Separations*  
*(GAWFR Table - None)*

Agency	Separations	Hires	Net Change
Aging	6	2	(4)
Agriculture	89	9	(80)
Banking	7	11	4
Civil Service Commission	12	1	(11)
Community and Economic Development	41	7	(34)
Conservation and Natural Resources	90	2	(88)
Corrections	784	506	(278)
Education	73	14	(59)
Emergency Management Agency	8	14	6
Environmental Protection	268	69	(199)
Executive Offices	194	30	(164)
Fish and Boat Commission	19	0	(19)
Game Commission	27	9	(18)
General Services	97	1	(96)
Health	125	20	(105)
Historical and Museum Commission	77	2	(75)
Insurance	24	0	(24)
Labor and Industry	387	252	(135)
Liquor Control Board	228	27	(201)
Military and Veterans Affairs	214	111	(103)
Milk Marketing Board	2	1	(1)
Municipal Retirement System	1	0	(1)
Probation and Parole Board	43	8	(35)
Public School Employees Retirement System	9	2	(7)
Public Utility Commission	29	16	(13)
Public Welfare	1,396	792	(604)
Revenue	208	38	(170)
Securities Commission	5	0	(5)
State	34	22	(12)
State Employees Retirement System	14	3	(11)
State Police	224	28	(196)
State Tax Equalization Board	2	1	(1)
Transportation	580	265	(315)
<b>COMMONWEALTH TOTAL</b>	<b>5,317</b>	<b>2,263</b>	<b>(3,054)</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. The Hires column includes regular appointments, reinstatements from resignation, and reinstatements from adjudication. Excludes Intermittent Liquor Store Clerks and Pennsylvania State Police cadets appointed during fiscal year 2009-2010, since these employees are hired in wage positions and then upon promotion become salaried employees. Note that for fiscal year 2009-2010, the numbers and rates of appointments and promotions were determined by the amount of each type of transaction processed during this time period. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of The Budget and the Pennsylvania Human Relations Commission.

COMMENTS: This fiscal year 5,317 employees separated and 2,263 were hired for a net decrease of 3,054 employees as compared to a net decrease of 2,305 employees for the previous year.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Agency Complement**  
**Separation Trends**  
**Fiscal Years 1994-1995 to 2009-2010**

*Historical Trend of Commonwealth Separations*  
*(GAWFR Table 28)*

Fiscal Year		Retirements	Resignations	Furloughs	Other Separations	Total Separations
<b>1994-1995</b>	Number	2,631	1,218	55	511	4,415
	Rate	3.3%	1.5%	0.1%	0.6%	5.5%
<b>1995-1996</b>	Number	2,495	1,242	342	534	4,613
	Rate	3.1%	1.6%	0.4%	0.7%	5.8%
<b>1996-1997</b>	Number	3,122	1,276	155	491	5,044
	Rate	4.0%	1.6%	0.2%	0.6%	6.4%
<b>1997-1998</b>	Number	2,305	1,251	109	446	4,111
	Rate	2.9%	1.6%	0.1%	0.6%	5.2%
<b>1998-1999</b>	Number	3,663	1,406	56	503	5,628
	Rate	4.7%	1.8%	0.1%	0.6%	7.2%
<b>1999-2000</b>	Number	2,401	1,460	250	519	4,630
	Rate	3.0%	1.9%	0.3%	0.7%	5.9%
<b>2000-2001</b>	Number	1,935	1,393	30	555	3,913
	Rate	2.4%	1.8%	0.0%	0.7%	4.9%
<b>2001-2002</b>	Number	3,890	1,117	44	583	5,634
	Rate	4.9%	1.4%	0.1%	0.7%	7.1%
<b>2002-2003</b>	Number	4,484	1,201	4	610	6,299
	Rate	5.7%	1.5%	0.0%	0.8%	8.1%
<b>2003-2004</b>	Number	6,153	1,351	5	540	8,049
	Rate	8.1%	1.8%	0.0%	0.7%	10.6%
<b>2004-2005</b>	Number	4,269	1,652	29	584	6,534
	Rate	5.6%	2.2%	0.0%	8.0%	8.5%
<b>2005-2006</b>	Number	2,040	1,714	2	591	4,347
	Rate	3.3%	2.2%	0.0%	0.8%	5.5%
<b>2006-2007</b>	Number	6,581	1,714	0	591	8,886
	Rate	8.6%	2.2%	0.0%	0.8%	11.6%
<b>2007-2008</b>	Number	2,522	1,729	0	628	4,879
	Rate	3.3%	2.2%	0.0%	0.8%	6.3%
<b>2008-2009</b>	Number	2,750	1,286	135	574	4,745
	Rate	3.6%	1.7%	0.2%	0.7%	6.2%
<b>2009-2010</b>	Number	3,274	1,098	349	596	5,317
	Rate	4.3%	1.4%	0.5%	0.7%	7.0%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Excludes inter-agency transfers and temporary or emergency employees. Other separations include dismissals and deaths. Excludes employee reinstatements to the same or other agency. The number and rate of each type of separation were determined by the amount of transactions processed during the time period. The furlough counts displayed have been reduced by any returns (employees recalled from furlough status).

COMMENTS: The commonwealth's overall separation rate increased slightly compared to the previous fiscal year, primarily due to an increase in the number of retirements and furloughs.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Agency Complement**  
**Leave Usage - Paid**  
**Fiscal Year 2009 - 2010**

*Total Paid Leave Days and Cost Per Employee*  
*(GAWFR Table 45)*

Agency	Annual Avg Days	Annual Avg Cost	Holiday Avg Days	Holiday Avg Cost	Sick Avg Days	Sick Avg Cost	Personal Avg Days	Personal Avg Cost	Other Avg Days	Other Avg Cost
<b>** Commonwealth Average **</b>	<b>16.1</b>	<b>\$3,140</b>	<b>10.5</b>	<b>\$1,964</b>	<b>9.4</b>	<b>\$1,717</b>	<b>3.2</b>	<b>\$617</b>	<b>4.0</b>	<b>\$691</b>
Aging	15.5	\$3,654	10.7	\$2,481	7.2	\$1,588	3.7	\$863	0.5	\$114
Agriculture	14.3	\$2,657	10.5	\$1,891	9.5	\$1,688	3.7	\$659	2.2	\$361
Banking	14.0	\$3,206	10.7	\$2,318	9.6	\$2,048	3.8	\$825	0.2	\$50
Civil Service Commission	17.3	\$3,689	11.0	\$2,191	10.5	\$1,998	4.0	\$806	0.6	\$117
Community and Economic Development	14.0	\$3,283	10.9	\$2,488	9.1	\$1,999	3.6	\$817	0.3	\$69
Conservation and Natural Resources	15.9	\$3,040	10.9	\$1,994	9.7	\$1,730	4.0	\$733	2.3	\$377
Corrections	19.6	\$3,790	9.7	\$1,832	6.6	\$1,374	1.2	\$262	10.6	\$2,012
Education	15.0	\$3,419	10.9	\$2,424	10.2	\$2,223	3.7	\$829	0.8	\$151
Emergency Management Agency	12.9	\$2,641	10.6	\$2,103	7.1	\$1,392	3.7	\$731	1.1	\$229
Environmental Protection	16.1	\$3,656	10.9	\$2,355	10.0	\$2,128	3.8	\$835	0.8	\$153
Executive Offices	15.3	\$3,486	10.7	\$2,346	9.9	\$2,084	3.8	\$843	1.0	\$232
Fish and Boat Commission	14.1	\$2,577	10.2	\$1,774	7.8	\$1,293	3.9	\$672	4.0	\$719
Game Commission	15.6	\$2,997	10.4	\$1,891	8.7	\$1,569	4.0	\$730	0.8	\$147
General Services	15.2	\$2,751	10.8	\$1,871	10.6	\$1,789	3.9	\$686	1.4	\$224
Health	15.7	\$3,431	10.8	\$2,270	10.8	\$2,247	4.0	\$843	1.2	\$271
Historical and Museum Commission	15.4	\$2,957	10.6	\$1,931	8.6	\$1,529	3.7	\$668	5.4	\$846
Insurance	15.5	\$3,586	10.8	\$2,435	10.1	\$2,233	3.9	\$865	0.6	\$110
Labor and Industry	15.2	\$2,954	10.8	\$1,974	10.3	\$1,863	3.8	\$697	0.7	\$125
Liquor Control Board	15.3	\$2,490	10.4	\$1,586	9.4	\$1,422	3.0	\$471	0.2	\$41
Military and Veterans Affairs	12.8	\$1,999	9.4	\$1,405	11.0	\$1,634	3.6	\$551	2.4	\$380
Milk Marketing Board	17.3	\$3,646	10.7	\$2,206	10.6	\$2,210	4.3	\$890	2.7	\$495
Municipal Retirement system	16.4	\$3,331	11.2	\$2,117	11.5	\$2,090	3.9	\$729	0.1	\$10
Probation and Parole Board	13.6	\$2,837	10.6	\$2,114	10.0	\$1,996	3.6	\$735	4.3	\$903
Public School Emp. Retirement System	16.4	\$3,828	10.8	\$2,427	10.0	\$2,116	4.0	\$908	0.6	\$127
Public Utility Commission	15.9	\$3,999	10.8	\$2,535	9.3	\$2,109	3.8	\$890	0.6	\$143
Public Welfare	15.5	\$2,852	10.3	\$1,784	11.4	\$1,958	3.7	\$659	4.5	\$629
Revenue	15.7	\$3,048	10.9	\$2,014	11.4	\$2,063	3.9	\$715	0.7	\$112
Securities Commission	16.6	\$4,330	11.1	\$2,704	11.9	\$2,964	3.7	\$893	0.8	\$165
State	14.1	\$2,813	10.8	\$2,061	9.8	\$1,858	3.8	\$721	0.5	\$86
State Employees Retirement System	16.7	\$4,116	11.0	\$2,542	8.0	\$1,678	3.9	\$913	0.4	\$69
State Police	15.3	\$4,098	12.1	\$3,129	5.8	\$1,367	3.8	\$963	2.0	\$561
State Tax Equalization Board	14.1	\$2,210	10.7	\$1,663	11.2	\$1,788	4.0	\$627	0.8	\$86
Transportation	14.8	\$2,539	10.5	\$1,708	10.3	\$1,642	3.9	\$627	1.3	\$189

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time employees. Leave costs are determined by multiplying the amount of leave used by the salary of each employee at the time of use. Most employees receive 11 holidays per year. Other leaves include compensatory, administrative, civil, military, educational, and stress leave. For corrections officers and some teachers, bereavement leave is included in the "other" leave category; for all other employees, bereavement leave is included as sick leave. Effective July 1, 1996 disability leave was no longer available to most employees injured at work; most employees now have the option to use sick, annual, or personal leave or injury leave without pay.

COMMENTS: Commonwealth employees used an average of 43.2 days of leave, including paid holidays, during fiscal year 2009-2010. This is consistent with the average amount of leave used during the previous fiscal year, which was 42.2.



**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics**  
**Diversity by Agency**  
**Fiscal Year 2009 - 2010**

*Employment by Agency, Minority Group and Gender*  
*(GAWFR Table 16)*

Agency	Year	Non-Minority				Minority			
		Male		Female		Male		Female	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Aging	July 2009	31	33.3%	50	53.8%	3	3.2%	9	9.7%
	July 2010	30	33.7%	50	56.2%	3	3.4%	6	6.7%
Agriculture	July 2009	356	56.1%	239	37.6%	24	3.8%	16	2.5%
	July 2010	318	56.1%	210	37.0%	25	4.4%	14	2.5%
Banking	July 2009	74	43.0%	78	45.3%	6	3.5%	14	8.1%
	July 2010	81	44.3%	83	45.4%	6	3.3%	13	7.1%
Civil Service Commission	July 2009	38	27.3%	78	56.1%	10	7.2%	13	9.4%
	July 2010	38	27.5%	80	58.0%	9	6.5%	11	8.0%
Community and Economic Development	July 2009	129	37.6%	167	48.7%	10	2.9%	37	10.8%
	July 2010	115	37.7%	151	49.5%	9	3.0%	30	9.8%
Conservation and Natural Resources	July 2009	978	73.6%	322	24.2%	15	1.1%	14	1.1%
	July 2010	914	73.5%	306	24.6%	13	1.0%	11	0.9%
Corrections	July 2009	10,239	67.9%	3,174	21.0%	1,072	7.1%	595	3.9%
	July 2010	10,469	68.2%	3,216	20.9%	1,087	7.1%	584	3.8%
Education	July 2009	169	29.6%	323	56.6%	21	3.7%	58	10.2%
	July 2010	157	30.2%	292	56.2%	17	3.3%	53	10.2%
Emergency Management Agency	July 2009	94	66.7%	39	27.7%	3	2.1%	5	3.5%
	July 2010	102	66.7%	41	26.8%	4	2.6%	6	3.9%
Environmental Protection	July 2009	1,744	63.6%	796	29.0%	106	3.9%	95	3.5%
	July 2010	1,629	64.0%	737	28.9%	98	3.8%	83	3.3%
Executive Offices	July 2009	898	41.8%	928	43.2%	136	6.3%	187	8.7%
	July 2010	823	41.0%	889	44.3%	118	5.9%	176	8.8%
Fish and Boat Commission	July 2009	323	81.2%	71	17.8%	1	0.3%	3	0.8%
	July 2010	313	81.5%	67	17.4%	1	0.3%	3	0.8%
Game Commission	July 2009	532	83.6%	98	15.4%	2	0.3%	4	0.6%
	July 2010	520	83.2%	99	15.8%	2	0.3%	4	0.6%
General Services	July 2009	680	57.2%	264	22.2%	148	12.4%	97	8.2%
	July 2010	633	57.2%	246	22.2%	135	12.2%	92	8.3%
Health	July 2009	358	25.3%	891	62.9%	56	4.0%	112	7.9%
	July 2010	334	25.3%	823	62.3%	57	4.3%	107	8.1%
Historical and Museum Commission	July 2009	144	53.3%	105	38.9%	10	3.7%	11	4.1%
	July 2010	111	57.8%	70	36.5%	7	3.6%	4	2.1%
Insurance	July 2009	148	45.4%	140	42.9%	14	4.3%	24	7.4%
	July 2010	134	44.4%	132	43.7%	14	4.6%	22	7.3%
Labor and Industry	July 2009	1,771	36.5%	2,493	51.4%	189	3.9%	397	8.2%
	July 2010	1,796	36.0%	2,580	51.8%	200	4.0%	406	8.1%
Liquor Control Board	July 2009	1,491	49.4%	949	31.4%	234	7.8%	344	11.4%
	July 2010	1,498	49.1%	981	32.2%	229	7.5%	342	11.2%

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics**  
**Diversity by Agency (Continued)**  
**Fiscal Year 2009 - 2010**

*Employment by Agency, Minority Group and Gender*  
*(GAWFR Table 16 - Continued)*

Agency	Year	Non-Minority				Minority			
		Male		Female		Male		Female	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Military and Veterans Affairs	July 2009	772	36.1%	1,006	47.0%	106	5.0%	256	12.0%
	July 2010	749	35.7%	994	47.4%	105	5.0%	251	12.0%
Milk Marketing Board	July 2009	20	71.4%	6	21.4%	1	3.6%	1	3.6%
	July 2010	21	75.0%	7	25.0%	0	0.0%	0	0.0%
Municipal Retirement Board	July 2009	9	33.3%	15	55.6%	1	3.7%	2	7.4%
	July 2010	7	26.9%	16	61.5%	1	3.8%	2	7.7%
Probation and Parole Board	July 2009	516	47.3%	373	34.2%	91	8.3%	112	10.3%
	July 2010	507	47.2%	367	34.2%	88	8.2%	112	10.4%
Public School Employees Retirement System	July 2009	109	37.8%	146	50.7%	10	3.5%	23	8.0%
	July 2010	109	38.2%	147	51.6%	8	2.8%	21	7.4%
Public Utility Commission	July 2009	236	49.8%	169	35.7%	27	5.7%	42	8.9%
	July 2010	231	48.0%	174	36.2%	31	6.4%	45	9.4%
Public Welfare	July 2009	4,907	28.7%	8,709	50.9%	909	5.3%	2,599	15.2%
	July 2010	4,789	28.4%	8,636	51.1%	903	5.3%	2,560	15.2%
Revenue	July 2009	881	41.0%	822	38.2%	147	6.8%	300	14.0%
	July 2010	829	42.1%	728	37.0%	139	7.1%	271	13.8%
Securities Commission	July 2009	39	50.0%	32	41.0%	3	3.8%	4	5.1%
	July 2010	37	50.0%	30	40.5%	3	4.1%	4	5.4%
State	July 2009	177	37.4%	221	46.7%	34	7.2%	41	8.7%
	July 2010	183	39.1%	216	46.2%	27	5.8%	42	9.0%
State Employees Retirement System	July 2009	67	36.6%	94	51.4%	7	3.8%	15	8.2%
	July 2010	63	35.4%	92	51.7%	7	3.9%	16	9.0%
State Police	July 2009	4,537	76.8%	934	15.8%	319	5.4%	121	2.0%
	July 2010	4,510	76.8%	931	15.9%	318	5.4%	113	1.9%
State Tax Equalization Board	July 2009	9	56.3%	4	25.0%	0	0.0%	3	18.8%
	July 2010	9	60.0%	4	26.7%	0	0.0%	2	13.3%
Transportation	July 2009	8,873	77.2%	1,558	13.6%	550	4.8%	511	4.4%
	July 2010	8,802	77.5%	1,528	13.5%	532	4.7%	491	4.3%
<b>TOTAL FOR AGENCIES</b>	July 2009	<b>41,353</b>	<b>53.5%</b>	<b>25,296</b>	<b>32.7%</b>	<b>4,265</b>	<b>5.5%</b>	<b>6,065</b>	<b>7.9%</b>
	July 2010	<b>40,862</b>	<b>53.9%</b>	<b>24,923</b>	<b>32.8%</b>	<b>4,194</b>	<b>5.5%</b>	<b>5,899</b>	<b>7.8%</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: Twenty agencies have as many or more minority and female employees than non-minority males, including the Department of Public Welfare, which is the largest state agency. The Department of Revenue has the highest percentage of minority employees of all agencies, accounting for 20.8 percent of their total salaried full-time work force. The Department of Health continues to have the highest representation of females, comprising 70.4 percent of its total salaried full-time work force.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics**  
**Employment by Ethnicity**

*Changes in Commonwealth Salaried Employment by Race and Gender*  
1976, 1980, 1985, 1990, 1995, 2000, 2005, 2010  
*Full-Time Salaried Employees*  
(GAWFR Table 15)

Year	African American				Hispanic				Asian/Hawaiian/Pacific Islander				*American Indian/Alaskan Native			
	Male		Female		Male		Female		Male		Female		Male		Female	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1976	3,963	3.7%	6,997	6.5%	248	0.3%	184	0.2%	444	0.4%	181	0.2%	*N/A	*N/A	*N/A	*N/A
July 1980	3,956	4.0%	7,045	7.1%	320	0.3%	277	0.3%	336	0.3%	151	0.2%	*N/A	*N/A	*N/A	*N/A
July 1985	3,409	4.2%	5,746	7.1%	352	0.4%	279	0.3%	287	0.4%	164	0.2%	*N/A	*N/A	*N/A	*N/A
July 1990	3,355	4.3%	5,399	6.9%	405	0.5%	333	0.4%	391	0.5%	219	0.3%	*N/A	*N/A	*N/A	*N/A
July 1995	3,617	4.6%	5,301	6.6%	504	0.6%	441	0.5%	493	0.6%	273	0.3%	*N/A	*N/A	*N/A	*N/A
July 2000	3,354	4.3%	4,839	6.2%	524	0.7%	509	0.6%	509	0.6%	296	0.4%	*N/A	*N/A	*N/A	*N/A
July 2005	3144	4.1%	4698	6.1%	571	0.7%	631	0.8%	489	0.6%	391	0.5%	61	0.1%	41	0.1%
July 2010	2953	3.9%	4595	6.1%	646	0.8%	780	1.0%	534	0.7%	463	0.6%	63	0.1%	59	0.0%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees (not filled positions as shown in Section One, General Employment Trends). \*For all years prior to 2004, Asian/Hawaiian/Pacific Islander were grouped with American Indian/Alaskan Native in an "Other" category, therefore statistics displayed in the Asian/Hawaiian/Pacific Islander category for years prior to 2004 also include American Indian/Alaskan Native.

COMMENTS: Since 1976 the percentage of minority employees in state government has increased from 11.3 to 13.3 percent.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics**  
**Employment by Gender**  
**1976 - 2010**

*Changes in Commonwealth Salaried Employment by Minority Group and Gender*  
*1976, 1980, 1985, 1990, 1995, 2000, 2005, 2010*  
*Full-Time Salaried Employees*  
*(GAWFR Table 14)*

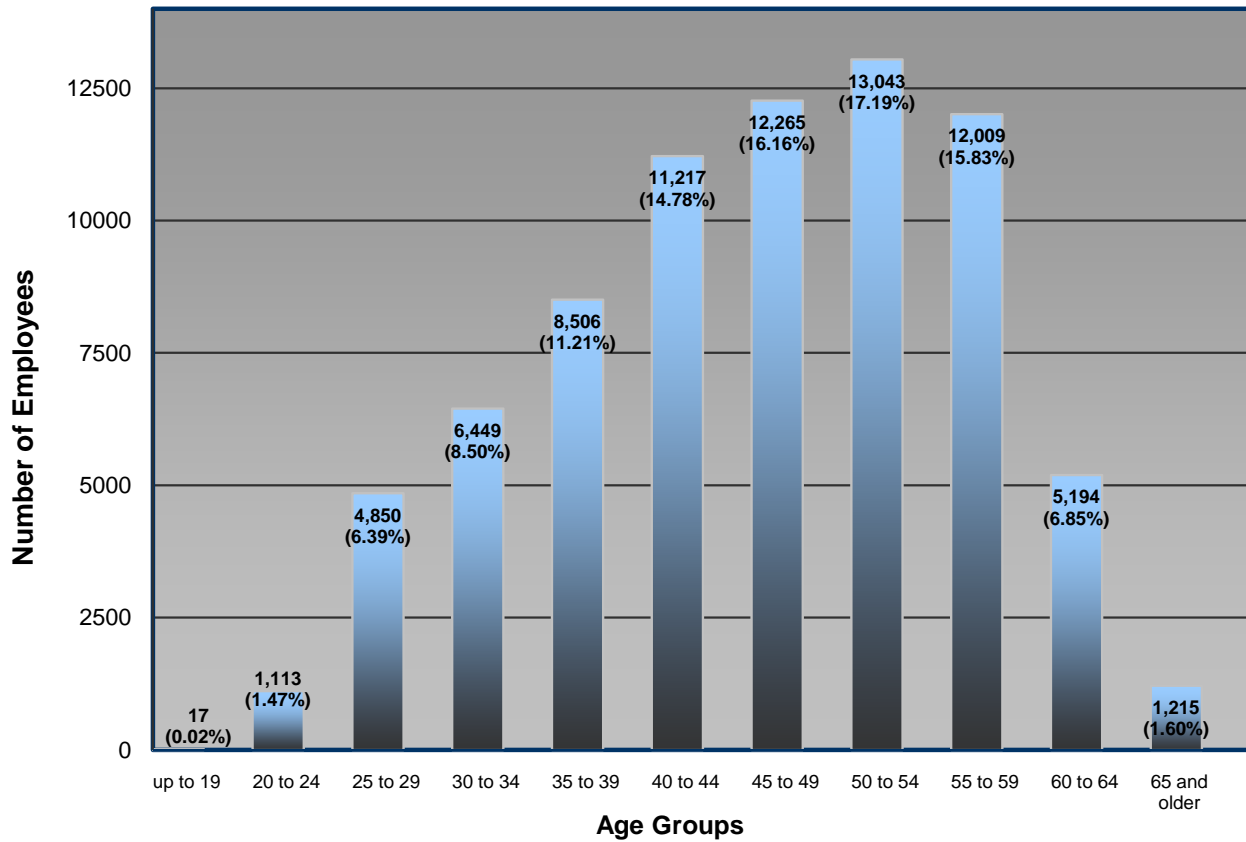
Year	Non-Minority				Minority				Total			
	Male		Female		Male		Female		Male		Female	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1976	57,415	53.7%	37,416	35.0%	4,655	4.4%	7,362	6.9%	62,070	58.1%	44,778	41.9%
July 1980	51,476	52.0%	35,343	35.7%	4,612	4.7%	7,473	7.6%	56,088	56.7%	42,816	43.3%
July 1985	42,107	51.8%	28,916	35.6%	4,048	5.0%	6,189	7.6%	46,155	56.8%	35,105	43.2%
July 1990	41,293	52.9%	26,635	34.1%	4,151	5.3%	5,951	7.6%	45,444	58.2%	32,586	41.8%
July 1995	43,020	53.5%	26,801	33.3%	4,614	5.7%	6,015	7.5%	47,634	59.2%	32,816	40.8%
July 2000	43,020	54.7%	25,661	32.6%	4,387	5.6%	5,644	7.2%	47,407	60.2%	31,305	39.8%
July 2005	41,529	54.1%	25,171	32.8%	4,265	5.6%	5,761	7.5%	45,794	59.7%	30,932	40.3%
July 2010	40,861	53.9%	24,924	32.8%	4,195	5.5%	5,898	7.8%	45,056	59.4%	30,822	40.6%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Percentage totals may not equal the sum of individual entries because of rounding. 1976 was the first reporting year, and information is then displayed in five year increments ending with the current reporting year.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics**  
**Age Groups**  
**July 2010**

*Age Distribution for Commonwealth Employees*  
*July 2010*  
*(GAWFR Table 46)*

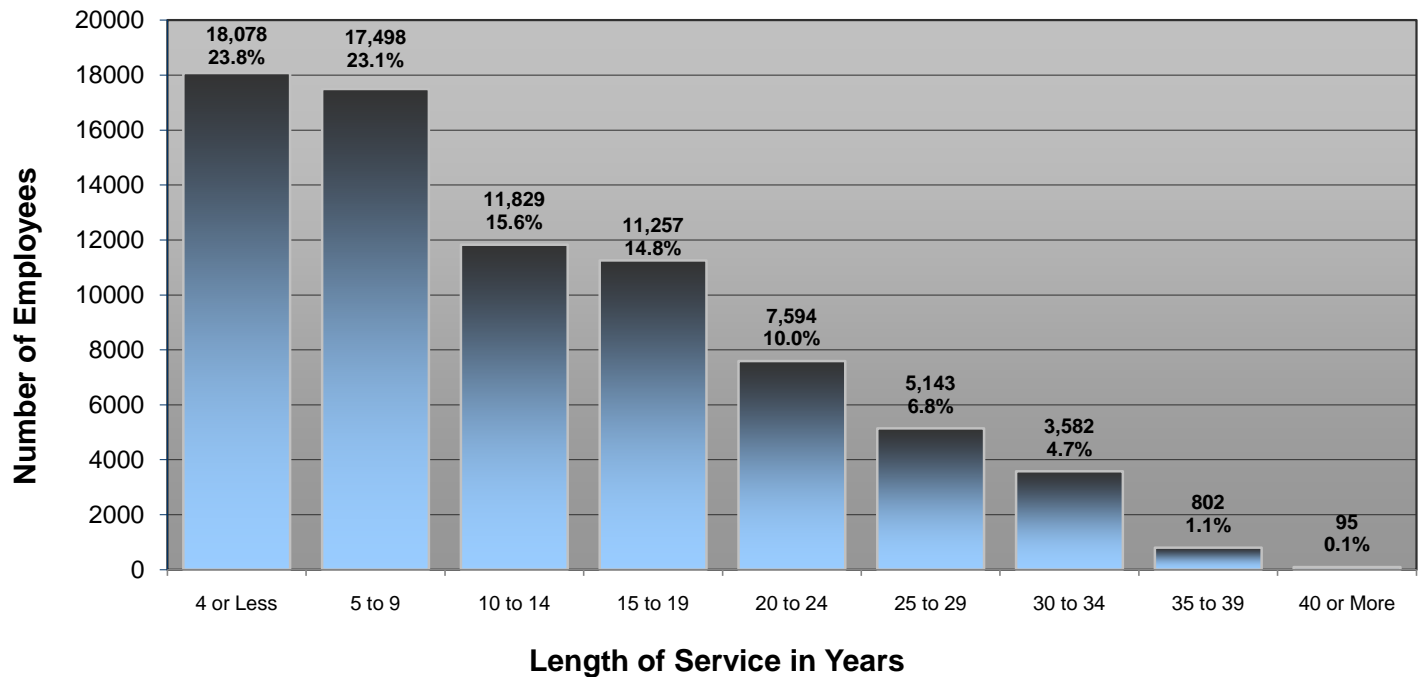


SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics**  
**Length of Service**  
**July 2010**

*Length of Service Distribution for Commonwealth Employees*  
*July 2010*  
*(GAWFR Table 47)*



SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Length of service is defined as service credit for leave purposes.

COMMENTS: There were 897 employees with 35 or more years of state service as of July 2010. The average length of service was 12.6 years, which is consistent with the previous reporting year.

**STATE GOVERNMENT WORKFORCE STATISTICS - Geography**  
**Employees per 10K Residents**  
**March 2009**

*Rank Order of All States by Ratio of State Employment to State Population  
including employees not under the Governor's jurisdiction  
(GAWFR Table 10 and 11)*

STATE	RANK	EMPS/10 K
HI	1	583
AK	2	421
ND	3	366
DE	4	360
WY	5	292
NM	6	282
VT	7	274
MT	8	270
WV	9	256
AR	10	249
OK	11	245
LA	12	240
WA	13	236
UT	14	235
RI	15	232
CT	16	231
IA	17	229
SD	18	227
KY	19	226
MS	20	221
ME	21	221
OR	22	211
NE	23	210
NJ	24	207
VA	25	205

STATE	RANK	EMPS/10 K
KS	26	198
SC	27	193
MH	28	190
CO	29	190
ID	30	187
NC	31	186
MI	32	184
IN	33	183
WI	34	179
MA	35	178
MN	36	178
MO	37	177
MD	38	166
OH	39	163
TN	40	159
GA	41	153
NY	42	150
TX	43	140
AL	44	139
NV	45	136
CA	46	136
<b>PA</b>	<b>47</b>	<b>131</b>
AZ	48	127
IL	49	126
FL	50	117

**National Average    174**  
**Pennsylvania        131**

SOURCE: State Government Employment in March 2009 and State Resident Population Estimate (the "American Community Survey") as of March 2009, U.S. Department of Commerce, Census Bureau.

NOTE: State Government data includes full-time and part-time, salaried and wage employees. Pennsylvania figures include Penn State University but exclude Pittsburgh, Temple, and Lincoln Universities.

COMMENTS: Pennsylvania has 131 state employees per 10,000 residents, one of the lowest rates in the nation ranking forty-seventh out of the fifty states. The national average is 174.

**STATE GOVERNMENT WORKFORCE STATISTICS - Geography**  
**Employees Average Salary**  
**March 2009**

*Average Annual Salary of All State Employees  
including employees not under the Governor's jurisdiction  
(GAWFR Table 12)*

ST	Rank	Salary
CT	1	\$69,900
CA	2	\$68,566
NJ	3	\$68,232
IA	4	\$64,509
MN	5	\$63,383
NY	6	\$63,383
RI	7	\$62,209
AK	8	\$60,940
IL	9	\$60,920
CO	10	\$60,395
MI	11	\$60,273
NV	12	\$60,197
MA	13	\$59,088
OH	14	\$58,830
WI	15	\$58,535
WA	16	\$57,270
MD	17	\$55,272
OR	18	\$54,292
MH	19	\$53,435
VT	20	\$52,674
<b>PA</b>	<b>21</b>	<b>\$52,061</b>
UT	22	\$51,516
HI	23	\$50,984
VA	24	\$50,952
DE	25	\$50,727

ST	Rank	Salary
AZ	26	\$50,582
TX	27	\$50,498
ID	28	\$50,421
IN	29	\$50,096
ME	30	\$49,690
LA	31	\$49,572
KS	32	\$49,349
AL	33	\$48,806
NC	34	\$48,386
ND	35	\$47,428
MT	36	\$47,387
KY	37	\$47,352
NM	38	\$47,253
WY	39	\$47,063
GA	40	\$46,983
FL	41	\$46,521
NE	42	\$46,417
TN	43	\$45,525
OK	44	\$45,294
SD	45	\$44,982
AR	46	\$43,956
SC	47	\$42,946
WV	48	\$41,754
MS	49	\$41,403
MO	50	\$40,771

**National Average    \$54,788**  
**Pennsylvania        \$52,061**

SOURCE: State Government Employment and Payroll, U.S. Department of Commerce, Census Bureau. March 2009 data is the latest available.

NOTE: Pennsylvania's average salary includes all full-time state employees, including those not under the Governor's jurisdiction. This includes Attorney General, Treasury, Auditor General, Turnpike Commission, Legislative and Judicial Branches, State Universities, and the state-related universities of Penn State, Pittsburgh, Temple, and Lincoln which are reported and averaged together by the Census Bureau.

COMMENTS: The national average annual salary of state employees increased by 2.7 percent from 2008 to 2009.



**STATE GOVERNMENT WORKFORCE STATISTICS - Geography**  
**Employees by County**  
**July 2010**

*Salaried Employees by Headquarters and Voting County*  
*(GAWFR Table 51)*

County	Employment	Residence
Adams	177	410
Allegheny	3983	3317
Armstrong	241	397
Beaver	330	487
Bedford	262	421
Berks	1644	1736
Blair	1359	1490
Bradford	236	255
Bucks	673	862
Butler	427	625
Cambria	2006	2640
Cameron	108	80
Carbon	220	382
Centre	1179	935
Chester	923	860
Clarion	214	392
Clearfield	1325	1285
Clinton	201	422
Columbia	207	565
Crawford	809	942
Cumberland	1746	4591
Dauphin	16786	8275
Delaware	1051	1211
Elk	139	189
Erie	1666	1577
Fayette	1361	1224
Forest	704	204
Franklin	668	701
Fulton	140	128
Greene	885	637
Huntingdon	1406	957
Indiana	968	956
Jefferson	281	424
Juniata	99	499
Lackawanna	2009	2221
Lancaster	836	1482
Lawrence	625	635
Lebanon	604	1057
Lehigh	1268	976
Luzerne	2905	3276

**STATE GOVERNMENT WORKFORCE STATISTICS - Geography**  
**Employees by County**  
**July 2010**

*Salaried Employees by Headquarters and Voting County*  
*(GAWFR Table 51)*

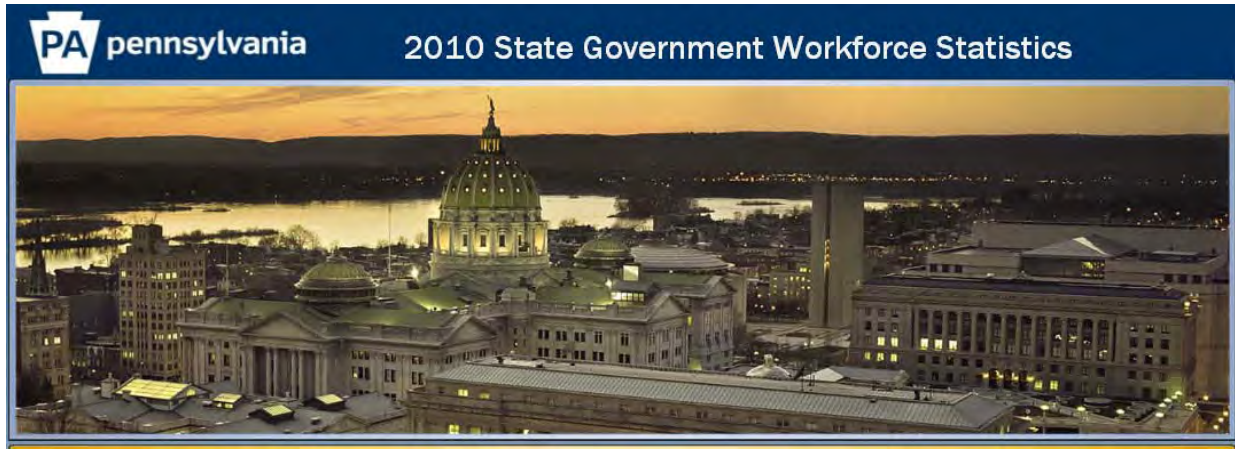
County	Employment	Residence
Lycoming	1473	1233
Mckean	154	245
Mercer	827	919
Mifflin	115	449
Monroe	375	338
Montgomery	3541	2092
Montour	602	251
Northampton	384	612
Northumberland	804	1546
Perry	373	1167
Philadelphia	3431	3737
Pike	168	135
Potter	165	168
Schuylkill	1407	1957
Snyder	1000	795
Somerset	1369	1150
Sullivan	107	81
Susquehanna	178	305
Tioga	225	245
Union	101	335
Venango	1327	1170
Warren	642	662
Washington	560	1190
Wayne	880	427
Westmoreland	2305	2195
Wyoming	113	231
York	580	2277
Out of State	1	243
<b>Total:</b>	<b>75878</b>	<b>75878</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: State employees live and work in every county of Pennsylvania. As of July 2010, over half (57.1 percent) of all state employees worked in the metropolitan areas of Harrisburg, Philadelphia, Pittsburgh, and Scranton/Wilkes-Barre, and half (52 percent) of all employees had those four areas as their voting addresses. A total of 243 employees resided outside of the Commonwealth's geographic boundaries.

# Glossary



**Appointment** - The hiring of a person to perform designated duties in a Commonwealth agency in exchange for compensation. Does not refer to transfers in from other state agencies.

**Average** - The arithmetic mean - the sum of observations divided by the total number of observations.

**Benefits** - Services or goods given or money indirectly given to an employee.

**Centralized payroll system** - A computerized data system containing payroll information for each Commonwealth employee and position.

**Civil Service position** - A position in the classified service under Article 1, Section 3 (d), of the Civil Service Act.

**Class** - A group of positions with sufficiently similar duties and responsibilities so that they may be assigned the same title and treated alike for pay and other personnel purposes.

**Compensation** - Money given directly or indirectly to an employee as well as services or goods given to an employee. Used interchangeably with pay.

**Equal Employment Opportunity Commission (EEOC) occupational groupings** Eight standard job categories as defined by EEOC, used by state and local governments in reporting statistics to the federal government.

**Fiscal year** - In Commonwealth agencies, July 1 of a given year through June 30 of the next year.

**Full-time employee** - An employee who is expected to be in an active pay status for either 75 or 80 hours per biweekly pay period.

**Furlough** - Removal of an employee from his or her position because of a lack of funds, work, or other operational reasons.

**Metropolitan Statistical Area (MSA)** - Refers to a county or group of contiguous counties forming a metropolitan area based on criteria developed by the U.S. Census Bureau.

**Minority** - African Americans, Hispanics, American Indians, Alaskan Natives, Asians, and Pacific Islanders who are not categorized as white for statistical reporting purposes.

**Non-Civil Service position** - A position not covered by the Civil Service Act.

**Part-time employee** - An employee who is expected to be in an active pay status fewer than 75 or 80 hours in a pay period, depending upon the employee's pay schedule.

**Permanent employee** - An employee hired with the expectation of being in an active pay status for more than 12 consecutive months or from nine to 12 consecutive months inclusive on an annually recurring basis.

**Position** - An authorized and individually identified group of duties and responsibilities assigned or delegated by competent authority requiring the full- or part-time employment of at least one person.

**Resignation** - The voluntary termination of employment other than retirement.

**Retirement** - Voluntary termination of employment followed by the receipt of certain benefits based on eligibility criteria under the retirement.

**Salaried employee** - An employee who is paid for a regularly scheduled number of hours during a biweekly pay period.

**SAP** - A computerized data system where the personnel and payroll records of each employee and position in state government are maintained. The information on filled positions does not include positions occupied by incumbents who are in a leave without pay status. These records were previously located in the Integrated Personnel/Payroll System (IPPS) prior to transitioning in January of ????

**Salaried position** - A position requiring the full- or part-time employment of at least one person on a regularly scheduled basis for a period of time exceeding six months.

**Separation** - The ending of a person's Commonwealth employment. Does not refer to transfers to other state agencies.

**Temporary employee** - An employee who is hired with the expectation of being in an active pay status for less than nine consecutive months or from nine to 12 consecutive months inclusive without working on an annually recurring basis.

**Wage employee** - An employee who is paid on an hourly basis and whose hours of work must be reported each pay period.

**Wage position** - A position requiring the full- or part-time employment of one person, either on a regular schedule for a limited duration of time or on an intermittent or irregularly scheduled basis without regard to the employment duration.

**Workforce** - Those persons employed by the Commonwealth.